

Organizational Behavior and Development

Objectives

General Competency

Organizational studies is a broad-based field. Its foundations are the disciplines of Psychology, Sociology, and Economics and applied fields such as Industrial Psychology, Labor Relations, Human Resource Management, Organizational Development and Management. Each field of inquiry focuses on different phenomena, employs different research methods and makes different assumptions about the nature of people and about organizations and their progress in society. This diversity has prevented the emergence of a common language or theory of organizations (Phillips, 1977).

This chapter will attempt to synthesized diverse perspectives by adopting the following main assumptions and assumptions about the nature of people and organizations (Katz and Miller, 1978) (Merton, 1937, Scheler, 1976) (Scheler, 1976):

- 1. People are individual and complex. They have needs to express the abstract state of existence, but they also have needs to bond with others, to have and give, and to defend their self-systems (Lawrence, 1999). While people join organizations with a mix of these needs, organizations are capable of nurturing their relative individual and complex through selection and socialization.
- 2. Organizations are complex open social systems that adapt and cope to survive and prosper. Successful adaptation requires an effective exchange with the environment. The value of the organization's outputs (satisfaction of customers, community, shareholders and other stakeholders) must exceed the cost of resources utilized to produce these outputs. By complex is meant that a variety of organizational factors, in

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